

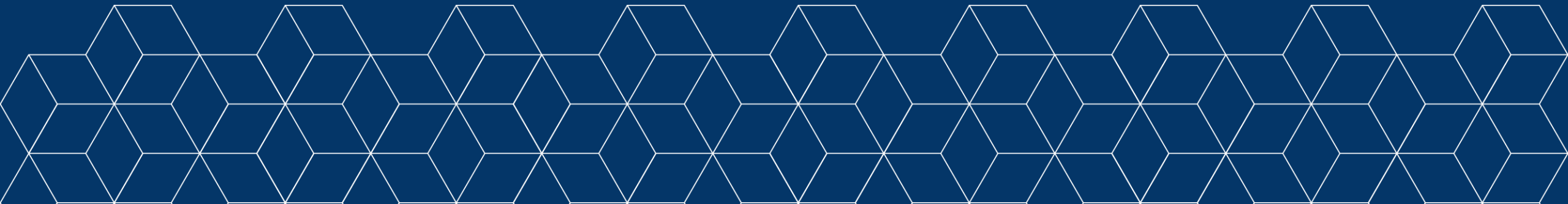
**SEMINARIO DI PRESENTAZIONE DEI RISULTATI DEL PRIMO E SECONDO RAPPORTO INTERMEDIO DI RICERCA SU: "LEGISLAZIONE DI CONTRASTO ALLA CRISI OCCUPAZIONALE DERIVANTE DALLA PANDEMIA COVID 19 IN ALCUNI PAESI EUROPEI" –
CE.C.A.P. CENTRO DI RICERCA PER IL CAMBIAMENTO DELLE AMMINISTRAZIONI PUBBLICHE (UNIVERSITA' CATTOLICA DEL SACRO CUORE - INAPP**


(WEBINAR)

THE WORKERS SOCIAL PROTECTION SYSTEM AT THE CROSSROADS OF THE PANDEMIC CRISIS

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The 2008 financial crisis and 2020 pandemic crisis with their impact on the labour market made clear the problems of social protection of workers in terms of low coverage, **a limited capacity to reduce inequality, as well as an extraordinary increase in risk indices for large groups in the labour market.**

These weaknesses of the system are especially **manifested in relation to the long-term unemployed, part-time workers, workers with discontinuous, irregular and low-wage jobs and single-parent families, so that the risk of poverty determines, at present, a deep social gap, by reason of age and by reason of gender** (Sáez 2018).



Classification of social protection interventions in the labour market in the pandemic crisis 2020

Misure	Tipologia	Natura	Destinatari	Efficacia
1) Integrazioni salariali ➤ Cigo ➤ Cigs ➤ Cigd ➤ Fondi di solidarietà	Ordinario (preesistente)	Assicurativo/Assistenziale	Lavoro dipendente in costanza della relazione lavorativa	- Esteso temporalmente - Sospensione del principio lavorativo - Semplificazione delle procedure amministrative e finanziarie
1) Assicurazione contro la disoccupazione	Ordinario (preesistente)	Assicurativo	Lavoro dipendente dopo la cessazione della relazione lavorativa	- Esteso temporalmente - Sospensione del principio lavorativo - Sospensione della riduzione temporale dell'indennizzo
1) Indennità/Bonus	Emergenziale (innovativo)	Assistenziale	Specifici gruppi di lavoratori autonomi e dipendenti contingenti	Sostegni reddituali una tantum



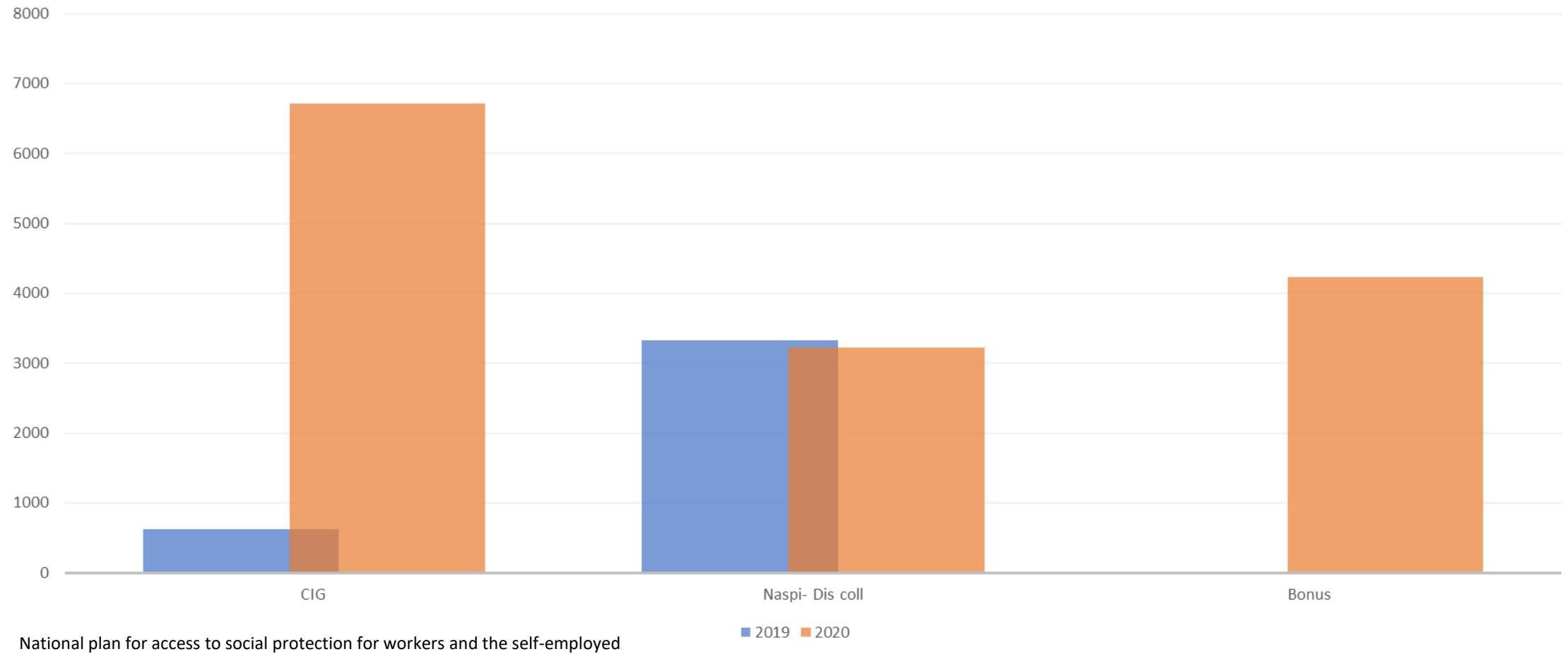
Number of beneficiaries and total expenditure of the CIG, NAsPI, Dis Coll, Emergency bonuses (2019-2020)

Trattamenti previdenziali, assistenziali nel mercato del lavoro					
2019			2020		
Interventi	Beneficiari (in migliaia)	Spesa (in milioni)	Interventi	Beneficiari (in migliaia)	Spesa (in milioni)
INTEGRAZIONI SALARIALI			INTEGRAZIONI SALARIALI		
Cigo	420,4	479	Cigo	2.762,1	7.702
Cigd	0	0	Cigd	1.618,4	4.215
Cigs	187,9	939	Cigs	213,3	751
Fondi di solidarietà	12,1	23	Fondi di solidarietà	2.124,4	6.064
INDENNITÀ DI DISOCCUPAZIONE			INDENNITÀ DI DISOCCUPAZIONE		
NAsPI (Ex lavoratori dipendenti extra agricoli)	2.754	15.166	NAsPI (Ex lavoratori dipendenti extra agricoli)	2.657	15.932
NAsPI (ex operai agricoli)	553	2.097	NAsPI (ex operai agricoli)	544	2.194
Dis - Coll	20	44	Dis - Coll	24	46
BONUS EMERGENZIALI			BONUS EMERGENZIALI		
Indennità, Bonus	Non presente	0	Indennità, Bonus	4.227,5	6.000
Tot.	3.947	18.748	Tot.	14.170	42.904

National plan for access to social protection for workers and the self-employed



*Extension of social protection measures in the labour market from 2019 to 2020
(values in thousands)*



Differentiated universalism

The countries that reacted best to the pandemic phase in extending the social protection system for workers applied a scheme called differentiated universalism (ILO 2021, Etui, 2022, World Bank, 2022).

A social protection system capable of meeting the challenges of post-industrial labor markets (radicalization of the principle of lean production with the high development of algorithmic control over labor, globalization, contingent production, Just in time workforce, Platformization)

These systems are based on an overcoming of traditional classifications of income support for unemployed workers (assistance, insurance) but are based on an organic integration of measures of different natures that arose in different historical periods

Principle of Differentiated Universalism

LABOUR MARKET

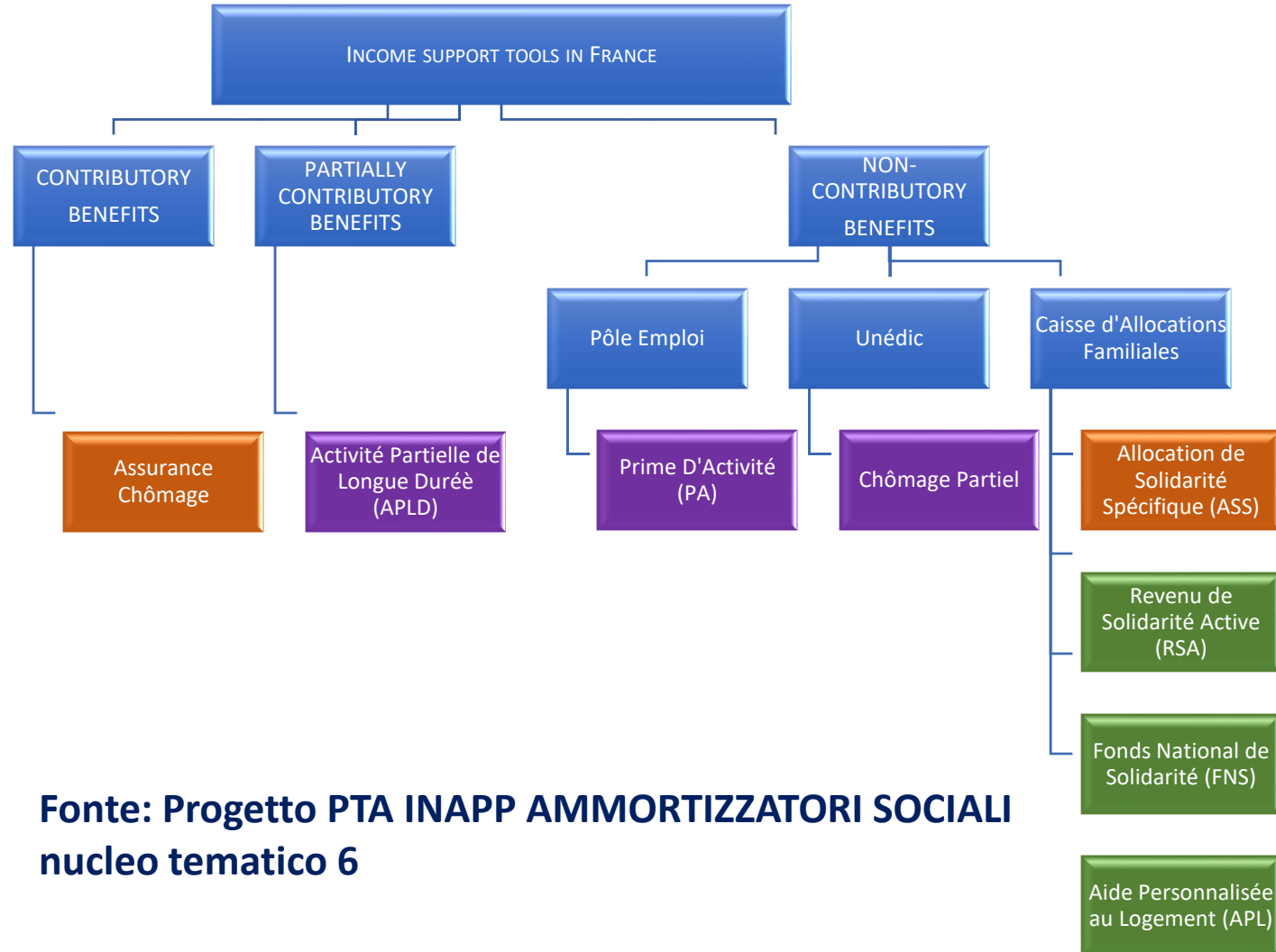
1 unemployment protection schemes, I provided through social insurance or II social assistance, to support jobseekers while they find suitable employment, are in a condition of unemployment, working poor;

2 SWT, which provide full or partial income replacement during a temporary suspension of work without any break in the employment relationship;

3 public employment programmes, including employment guarantee schemes, whereby the State guarantees employment (as employer of last resort)

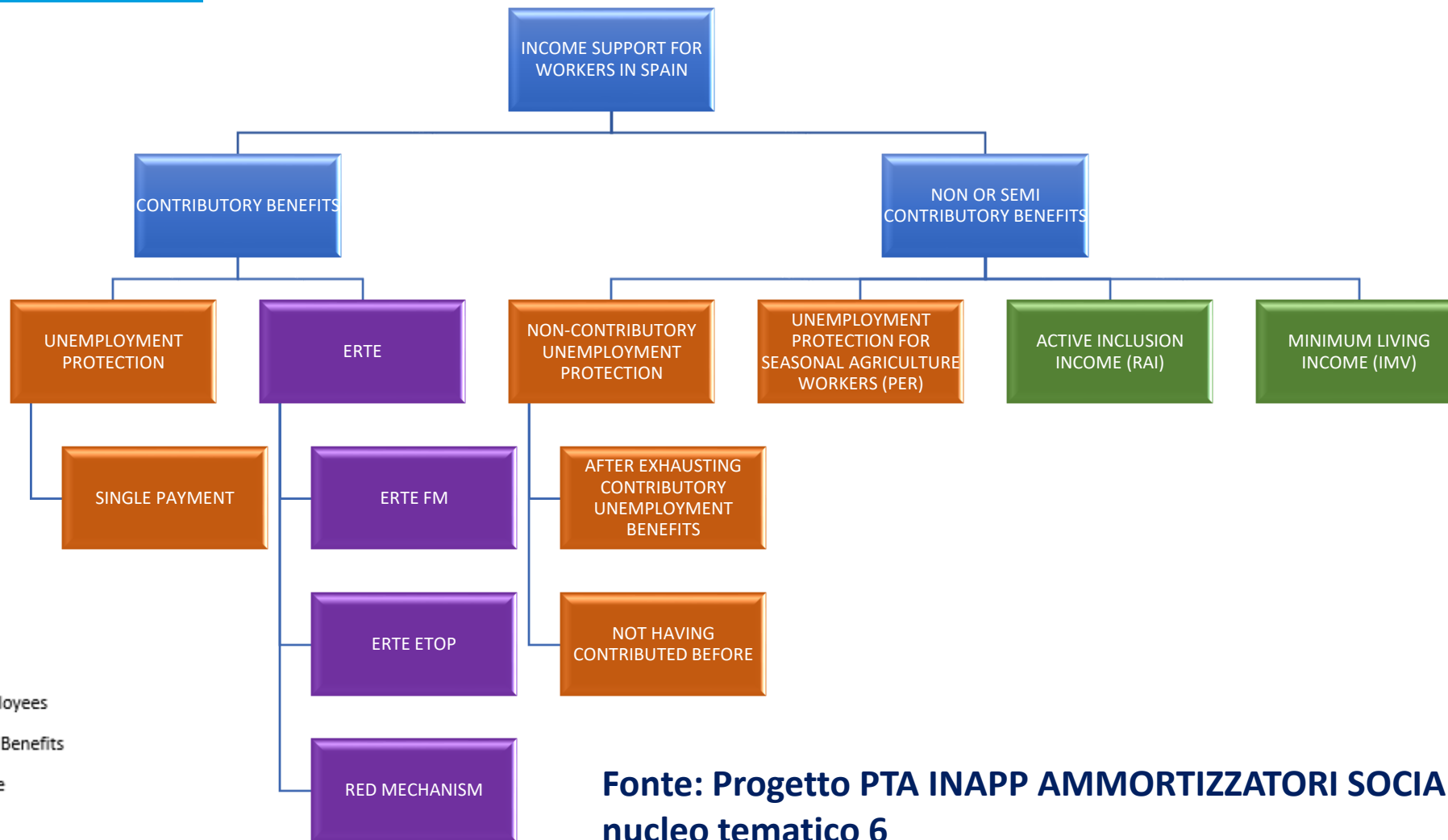
4 Minimum income - partially affects the labour market (Workers in relative or absolute poverty)





**Fonte: Progetto PTA INAPP AMMORTIZZATORI SOCIALI
nucleo tematico 6**





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Spain Modalities of Non-Contributory Unemployment Benefits

Name	Workers who have exhausted the contributory unemployment benefit and have family responsibilities	Workers over 45 years of age who have exhausted the contributory benefit even though they lack family responsibilities	Returned Emigrants above 45	Workers who haven't reached the minimum contribution period to access a contributory benefit.	Persons released from prison	Workers who are declared fully capable or with partial disability as a result of a review file for improvement of a situation of great disability, absolute or total permanent disability for the habitual profession. subsudy of unemployed	Workers older than 52 years	Extraordinary Unemployment Subsidy for those workers who are not entitled to any of the previous and have participated in one of the Programmes RAI, PRODI or PREPARA
Duration	6 months to 18 month max +45: max 24 months -45: max 18 months	6 months	6 months to 18 months max	-With family responsibilities: from 1 to max 21 months -Without family responsibilities	6 months to 18 months max	6 months to 18 months max	Until the worker reaches the age to have the contributory retirement pension	Max 6 months
Amount	80% of IPREM (480 € in 2023)	80% of IPREM (480 € in 2023)	80% of IPREM (480 € in 2023)	80% of IPREM (480 € in 2023)	80% of IPREM (480 € in 2023)	80% of IPREM (480 € in 2023)	80% of IPREM (480 € in 2023)	80% of IPREM (480 € in 2023)

Fonte: Progetto PTA INAPP AMMORTIZZATORI SOCIALI nucleo tematico 6



Post-pandemic in Italy the impact of the health crisis on the ordinary system

During the pandemic phase **Italy has applied** a broad extension of the security system with the concept of differentiated universalism –SWT – easier access to A VS U – Definition of emergency I vs U for **target** group- Strengthening Minimum Income (REM).

After the crisis the reforms for the ordinary system have lost the correct interpretation of this principle

The post-pandemic reforms has product an extension of the **insurance policies**, CIG, that paradoxically is not dedicated to unemployment, NASPI with the attempt to increase its coverage

With the lost of emergency allowances the idea of a reform based really on the principle of differentiated universalism has been altered (applied for the cig, but the principles concerns the different measures not different kind of firms)

Today more useful in a phase of ridefinition of the RdC and definition of a new thing in 2024. 1) assurance social shock absorbers 2) social I vs U not contributory (II LEVEL INDENNITY OCSE, 2022), Minum Income



Conclusion and public policy considerations

- ✓ Rethinking of the overall system of social protection of workers applying the concept of differentiated universalism
- ✓ On the naspi a single structural intervent but with which effects? There is a risk of weakening the insurance sense of the measure and not extending the system **with other different measures**
- ✓ To reform at the same time the system of the social shock absorbers and the structure of the minimum income.
- ✓ It seems necessary to insert a social allowance against unemployment between the social shock absorbers and the minimum income that screens workers in crisis before they fall into a condition of radical poverty
- ✓ The lack of pillar I vs U (no insurance) generates confusion so sometimes the RdC has been confused with a social shock absorber others with a social allowance against unemployment



Final Considerations

The analyses presented have revealed another key point:
when the global crisis assumed apocalyptic features in different historical moments (g. depression, financial crises, pandemic crises, great society program) only one solution has performed on the world stage

An increase in public macroeconomic policies aimed to extend welfare systems with anti-cyclical visions and policies with a deliberate public deficit.

After the **deep** phase of the crises come back policies more **focused** on the sustainability of this model

So, too after the **deep** phase of the pandemic crisis, the question of the sustainability of that emergencies social and economic measures **come back again**

An ancient ideal contrast rises on the universal welfare between the Keynesian theories and the Neoclassical/Neoliberal theories (Hayek, Friedman, Lucas)

Neoclassical theories, according to which economic cycles can't not be altered with public planned policies in the labor market, or with a universal welfare system strongly financed

Only important investment is in the human capital (Hayek, Friedman).

Perhaps today we are returning to this typical phase in **theoretical** debate on the future of the social protection system, taking the international social protection system at a crossroads



De Minicis M. (2021), Shelter from the storm: crisi e welfare in Italia negli anni Duemila, Sinappsi, XI, n. 1, pp. 84-99 <https://oa.inapp.org/handle/20.500.12916/933>

Nel crocevia della crisi pandemica, il contrasto alla disoccupazione e alla povertà in tre sistemi internazionali di sicurezza sociale. Studio e analisi
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